

Do you know someone who could wear the Metro Transit Operator uniform with pride?

Are they committed to safety, service, and helping King County grow?

Current ATU Local 587 members that refer them to drive for Metro can earn \$300!



Why Metro and ATU 587 are Piloting this Referral program

Key Referral Program Elements

- Help grow our Metro family and get rewarded!
- Earn \$300 for a successful Part-Time Transit Operator referral.
- All ATU 587 members are eligible to participate.
- We're looking for new Operators who will make you proud:
 - ◆ Safety minded
 - ◆ Customer service focused
 - ◆ Reliable and responsible

For full program details and updates go to kingcounty.gov/DriveForMetro



Sponsored by Metro and ATU Local 587.

Thank you for helping to bring the next generation of safe, service-focused Transit Operators to Metro as we grow and keep King County moving!

Do you have questions about the program?
Email: rpquestions@kingcounty.gov

For full program details and updates go to kingcounty.gov/DriveForMetro



King County Metro Operator Referral Program!

You could earn \$300 or more!

Refer a Friend to Drive for Metro.



 King County
METRO

We'll Get You There

The Metro Operator Referral Program

Available to Local ATU 587 members
currently working for King County Metro.

How it Works

The King County Operator Referral Program (Referral Program) is a pilot program co-sponsored by Metro and ATU Local 587.

If someone you refer applies to be a Part-Time Transit Operator, is hired by Metro, and successfully completes training, you get a \$300 Recognition Payment per applicant!

The applicant must identify you in their Part-Time Transit Operator application. There is a question in the application that asks: "If referred to apply by a current Metro employee, please provide their first and last name, badge number, or employee ID number". Metro will track referrals and award Recognition Payments.

Why Metro and ATU 587 are Piloting this Referral program

Our employees have insights into the qualities that make a great Transit Operator. As Metro plans service increases to help King County keep moving, we need more Operators to join our family. More importantly, we need Operators with the right stuff to succeed, including:

- Strong customer service skills
- Reliable and responsible
- Safety minded

A referral is someone you vouch for and would be proud to work with as a transit operator. By referring applicants, Metro will continue to provide world class service while we grow.

Program Details

This pilot program agreed to by Metro and ATU Local 587 will remain in effect until December 31, 2017. Referral Program management and all decisions related to hiring will be determined by Metro. Decisions to award a Recognition Payment will be made by Metro and may not be grieved.

- The Referral Program shall be open to all ATU Local 587 ("Union") members currently working for King County Metro.
- Only applicants starting in Part-Time Transit Operator training prior to **December 31, 2017** are eligible for consideration as referrals. A Union member is not eligible for a Recognition Payment if the referred applicant has previously worked for Metro as a transit operator.
- Union members who refer a successful employee to the position of Part-Time Transit Operator shall receive a **Recognition Payment of \$300.00**.
- The Recognition Payment shall be due after the referred new employee's successful completion of Part-Time Transit Operator training, hiring and completion of one full pay period as a Part-Time Transit Operator.
- The Union member making the referral must be identified by **full name, badge number(#)** or **employee ID number** in the initial application at the time of submission by the applicant.

If the Union member is not identified at that time, they are not eligible to receive a recognition payment. Referrer names cannot be added at a later time and Transit Human Resources is not able to edit applications once submitted.

- There is no limit on the number of applicants a Union member may refer or the number of Recognition Payments they may earn. However, **only one Union member may refer any given applicant.**
- To protect applicant confidentiality, Transit Human Resources will not disclose or discuss a referred applicant's status in the hiring process with any Union member. Union members receiving recognition payments will be notified prior to payment distribution and may also be acknowledged in the Operations Bulletin. (If you want to know the status of an applicant that you referred please contact the applicant directly for updated information.)
- A recognition payment is only made if the referred applicant successfully completes Part-Time Transit Operator training the first time through. For example, if a referred applicant starts Part-Time Transit Operator training in February 2017 and then withdraws or fails that initial training, the referring Union member would not be eligible for a recognition payment if the same applicant were to retake and successfully complete training in October 2017.
- To be eligible to receive a recognition payment, the Union member must be an employee of King County Metro on the day the recognition payment becomes due.

